DOCUMENT RESUME

ED 242 331 IR 050 693

AUTHOR Fretwell, Gordon, Comp.
TITLE ARL Annual Salary Survey 1983.
INSTITUTION Association of Research Libraries, Washington, D.C.
PUB DATE Feb 84
NOTE 60p.; For related document, see ED 229 048.
AVAILABLE FROM Association of Research Libraries, 1527 New Hampshire Ave., N.W., Washington, DC 20036 (ARL members, $8.00 per year; non-members, $10.00 per year).
PUB TYPE Statistical Data (110) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC03 Plus Postage.
DESCRIPTORS *Academic Libraries; Annual Reports; Higher Education; *Librarians; *Library Personnel; Library Surveys; Questionnaires; *Research Libraries; *Salaries
IDENTIFIERS *Association of Research Libraries; *Library Statistics

ABSTRACT

This report presents the results of the Association of Research Libraries (ARL) 1983 survey of librarians' salaries in 19 tables. A brief introduction summarizing the most important statistical findings from the survey notes that the fiscal 1984 median salary for ARL university librarians was $24,940, an increase of 6.1% from the previous year. Explanatory notes and information on survey changes since the previous year are also provided. Data are presented in four major categories: (1) salary levels for personnel in ARL libraries; (2) median and beginning professional salaries in ARL non-university libraries; (3) average, median, and beginning professional salaries in ARL university libraries; and (4) distribution of personnel and average salaries for positions in ARL university libraries, with data characterized by sex, minority status, years of experience, type of institution, size of professional staff, and geographic region. Sample university and non-university library questionnaires and instructions for their use are also presented. (ESR)

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ARL

Annual Salary Survey 1983

Compiled by
Gordon Fretwell
University of Massachusetts/Amherst

for the
Association of
Research Libraries

IR050693

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Association of Research Libraries 1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 February 1984

The ARL Annual Salary Survey is published by the Association of Research Libraries, 1527 New Hampshire Avenue, N.W., Washington, D.C. 20036.

Price: ARL members, $8.00/year
Nonmembers, $10.00/year

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Association of Research Libraries.
ARL annual salary survey.
Washington, Association of Research Libraries.

v. ill. 28 cm.

Report year ends June 30.
Key title: ARL annual salary survey, ISSN 0361-5060

1. Librarians—Salaries, pensions, etc.—United States—Periodicals. 2. College librarians—Salaries, pensions, etc.—United States—Periodicals. I. Association of Research Libraries. Annual salary survey. II. Title.

Z682.3.A79a 331.2'81'020073 76-640547
MARC-S

Library of Congress 76

Printed in the United States of America

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INTRODUCTION

The 1983 Association of Research Libraries' Annual Salary Survey resembles its predecessors with regard to general format and organization. Canadian salaries are uniformly expressed in their U.S. equivalent; this year conversion is at the rate of 1.2349 Canadian per U.S. dollar*. For historical purposes, last year's Canadian salary statistics have been recalculated using the rate noted above. With the exception of the University of Chicago, all ARL university libraries are represented in the tables which follow; in selected tables, Chicago is also listed when the appropriate statistics could be supplied by that library.

Several important changes should be noted in this year's Survey. First, directors' salaries are excluded from the calculation of median and average salaries for each library (Tables 2 and 4). This change was made to eliminate the effect that the director's salary might have on the salary statistics for the staff in general, and to provide a common base for comparison between libraries whether or not a specific director's salary was included in the Survey. Second, the number of director's salaries excluded from the Survey dropped from 18 last year to 5 this year, due to an appeal from the ARL Board of Directors. The five institutions not reporting the director's salary are: Chicago, Delaware, McMaster, Southern California, and Western Ontario. Third, Tables 13-14 and 17-19 now include positions for reference librarians and catalogers, each being broken down into four categories according to years of experience. ("Experience" in this context means total career professional experience, not years of service in a given library.) The result is much more precise data on the salaries and experience levels of these two important groups of librarians. Also, Table 4 has been expanded to show the number of filled positions in each university library, and the average years of experience for the staff is indicated for each library. Finally, the instructions and questionnaires for submitting salary data are included in this year's Survey.

Salary data from three new university library members are included in this Survey. The new members are the University of Delaware, Georgia Institute of Technology, and North Carolina State University. This brings university library membership in ARL to 104 institutions. The Canada Institute of Scientific and Technical Information (CISTI) also joined during the year, bringing non-university membership in the Association to 13. Unfortunately, CISTI was unable to report data for this year's Survey.

The median salary for fiscal 1984 in ARL university libraries is $24,940, an increase of 6.1% from last year's level of $23,500. This increase, in light of growth in the Consumer Price Index (CPI) of only 2.4%, reflects an increase in purchasing power of 3.7% for those at the median salary level. This is the second year in a row in which the median salary grew more rapidly than the CPI.

This year's Survey includes 7,039 filled university library positions, an increase of

* This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1982 through June 1983.

141 from last year. However, three more libraries are included in the tabulations, and when accounting for the directors whose salaries were previously excluded, the adjusted increase in filled positions is only about 20. The distribution of university librarians according to their years of experience is displayed in the following table. The median years of experience is 13 years, and the average is 12.

Years of Experience	No. of Univ. Librarians	% of Univ. Librarians
0 - 4	1107	15.7
5 - 9	1568	22.3
10 - 14	1660	23.6
15 - 19	1296	18.4
20 - 24	651	9.2
25 - 29	375	5.3
30 - 34	255	3.6
35 and over	127	1.8

Two new tables have been added which show the average salary and number of positions in ten categories of experience for the university library portion of the Survey. Table 15 includes information from all 7,039 filled positions, and Table 16 presents the same statistical data for the 645 minority librarians in the Survey.

The number of minority university librarians is virtually unchanged from last year: 645, or a reduction of 4, which undoubtedly represents a normal fluctuation in the population. The proportion of minority females has remained steady at 65%, which is only 1% greater than the proportion of females in the population of all ARL university librarians. This year, 19 U.S. ARL university libraries reported 10 or more minority professionals; and only 1 library reported none. With the exception of one ARL university library which employs almost 11% of all minority professionals in ARL university libraries, the typical survey response indicated fewer than 5 minority professionals. As the table below indicates, the South Atlantic, Pacific, Middle Atlantic, and East North Central regions have the greater numbers of Black and Hispanic professionals in ARL university libraries, while the Pacific, Middle Atlantic, East North Central, and South Atlantic regions have the larger representation of Asian/Pacific Islander and American Indian/Native Alaskan professionals.

	New Engl	Middle Atl	E North Central	W North Central	South Atl	East S Central	West S Central	Mt	Pac	TOTAL
Black	12	33	26	11	90	6	8	2	23	210
Hispanic	4	9	13	4	18	-	10	6	19	83
Asian	40	71	46	13	44	2	14	11	104	345
AI/NA*	-	-	2	-	-	-	2	2	1	7

Salaries in the private university libraries in ARL continue at a higher level than in the public university libraries. Not only is the average private university professionals' salary higher than the public counterpart by about $1,200; but, in 20 of 27 comparisons between similar job categories, the private university libraries' salaries are higher than for the same category in the public universities.

* American Indian/Native Alaskan

This year the salary ranges in tables 1,11, and 12 have been adjusted upward to accommodate the higher salaries reported in the Survey. In order to handle the gradually expanding range between highest and lowest salaries, the salary intervals have been changed substantially. Salaries below $30,000 continue to be shown in intervals of $1,000. Salaries above $30,000 and less than $50,000 are shown in $2,000 intervals. Salaries greater than $50,000 are shown in $5,000 intervals.

Users of the Survey are again cautioned against making staffing or salary inferences from the data presented here without a careful analysis of the information at hand. A highly standardized method of collecting data has been employed which may imply organizational patterns that are not valid in specific libraries. Please see the survey instrument at the back for further information in this area. In addition, only salary data have been collected, whereas other forms of compensation, both tangible and intangible, may have a significant impact on the specific salaries.

Gordon Fretwell
University of Massachusetts, Amherst
January 1984

TABLE 1: PERSONNEL DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1983 47% of the librarians in ARL university libraries earned $24,000 or more).

SALARY RANGE	UNIVERSITY LIBRARIANS*				NON-UNIVERSITY LIBRARIANS**			
	1983	%	1984	%	1983	%	1984	%
$95,00 or more			1					
90,000 - - - 94,999			1					
85,000 - - - 89,999			1					
80,000 - - - 84,999	2		2					
75,000 - - - 79,999	2		4					
70,000 - - - 74,999	4		7				2	
65,000 - - - 69,999	6		12				2	
60,000 - - - 64,999	14		23	1	3		121	4
55,000 - - - 59,999	35	1	49		145	3	99	6
50,000 - - - 54,999	46	2	59	2	112	5	130	10
48,000 - - - 49,999	26		34	3	63	6	73	
46,000 - - - 47,999	36		35		90	8	65	11
44,000 - - - 45,999	38	3	51	4	41	9	82	17
42,000 - - - 43,999	61	4	63	5	86	11	92	20
40,000 - - - 41,999	69	5	81	6	82	13	104	23
38,000 - - - 39,999	78	6	114	8	120	15	135	27
36,000 - - - 37,000	173	8	222	11	80	17	183	32
34,000 - - - 35,999	149	11	208	14	165	20	213	38
32,000 - - - 33,999	278	15	355	19	314	27	270	46
30,000 - - - 31,999	447	21	506	26	256	32	278	54
29,000 - - - 29,999	201	24	222	29	193	36	126	57
28,000 - - - 28,999	271	28	296	33	154	39	122	61
27,000 - - - 27,999	228	31	301	38	68	40	130	65
26,000 - - - 26,999	320	36	349	43	105	42	143	69
25,000 - - - 25,999	343	41	373	48	231	47	135	73
24,000 - - - 24,999	412	47	449	54	184	51	89	76
23,000 - - - 23,999	466	54	446	61	187	55	115	79
22,000 - - - 22,999	441	60	442	67	175	58	84	82
21,000 - - - 21,999	442	66	435	73	205	62	106	85
20,000 - - - 20,999	457	73	418	79	241	67	125	87
19,000 - - - 19,999	435	79	364	84	366	75	100	92
18,000 - - - 18,999	430	86	348	89	290	80	54	93
17,000 - - - 17,999	301	90	280	93	229	85	71	95
16,000 - - - 16,999	324	95	261	97	369	93	77	98
15,000 - - - 15,999	210	98	135	99	273	97	68	99.5
14,000 - - - 14,999	120	99.4	75	99.8	28	98	15	99.9
13,999 or less	37	100	17	100	64	100	2	100
Total Positions	6,898		7,039		4,929		4,311	

* Excludes Chicago

** Excludes Newberry Library for FY 83, Boston Public Library and the Canada Institute for Scientific and Technical Information for FY84.

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES[1]

INSTITUTION	NUMBER OF STAFF	MEDIAN SALARIES		BEGINNING PROFESSIONAL SALARIES	
		FY 1983[r]	FY 1984	FY 1983[r]	FY 1984
Boston Public Library	N/A	$21,500	N/A	$15,460	N/A
Center for Research Libraries	17	20,499	$25,409	13,780	$14,056
John Crerar Library	11	23,760	N/A	15,000	N/A
Library of Congress	2,423	32,000[2]	N/A	16,559	N/A
Linda Hall Library	23	20,000	21,000	14,500	16,000
National Agricultural Library	74	29,000	32,000	15,922	16,559
National Library of Canada	243	21,567	22,861	14,393	16,019
National Library of Medicine	140	29,187	36,095	15,922	16,559
New York Public Library (*)	318	23,328	24,961	16,746	17,918
New York State Library	85	24,624	26,235	16,383	17,694
Newberry Library	34	N/A	20,700	14,500	14,500
Smithsonian Inst. Libraries(*)	43	30,998	30,998	16,559	16,559

1 - Excludes salaries from the Canada Institute for Scientific and Technical Information
2 - Approximate figure, calculated from data submitted
r - Figures revised from 1982 Survey
* - See footnotes
N/A - Not available
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past eleven years are converted into index numbers and compared to the Consumer Price Index (CPI) which has also been converted using July 1974 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Sal. Index	BPS* Index	Consumer Price Index
1984	11	3,411	$31,000	$16,559	215.3	166.1	225.6
1983	11	4,929	25,373	15,487	176.2	155.4	220.2
1982	10	4,839	23,274	14,955	161.6	150.0	206.8
1981	12	5,171	20,301	12,651	150.0	126.9	186.7
1980	12	4,822	19,679	12,391	136.7	124.3	165.0
1979	11	4,570	18,567	11,460	128.9	115.0	148.2
1978	11	4,738	18,420	10,825	127.9	108.6	137.6
1977	11	4,335	17,000	11,220	118.1	112.5	128.9
1976	11	4,341	16,500	10,714	114.6	107.5	122.3
1975	11	4,345	15,100	10,000	104.9	100.3	111.8
1974	11	4,089	14,400	9,969	100	100	100

* - Beginning Professional Salary

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1984	FY 1984	FY 1983[r]	FY 1984	FY 1983[r]	FY 1984	FY 1984
Alabama (* C L)	46	$ 20,353	$ 18,717	$ 18,717	$ 14,650	$ 14,650	10.2
Alberta (* C D L M)	79	30,363	27,932	29,735	17,910	19,529	12.0
Arizona (* C L M)	75	24,027	21,599	22,549	15,000	16,500	12.4
Arizona State (* C)	50	25,686	23,066	23,711	16,300	16,300	11.5
Boston (* C L M)	58	24,178	20,500	21,058	13,500	14,200	10.8
Brigham Young (C)	55	25,760	22,500	24,000	15,400	16,000	13.9
British Columbia (* C D L M)	112	30,343	29,185	29,149	18,736	18,736	14.6
Brown (* C)	53	24,616	20,055	22,356	14,600	17,853	13.1
Calif., Berkeley (* C)	132	30,887	30,648	30,648	17,412	17,412	18.3
Calif., Davis (* C M)	59	30,561	30,648	30,648	17,412	17,412	16.0
Calif., Irvine (C M)	45	29,808	28,608	28,608	17,412	17,412	13.7
Calif., Los Angeles (L M)	146	29,252	30,404	30,648	17,412	17,412	15.0
Calif., Riverside (C)	31	28,431	24,984	25,848	17,412	17,412	12.4
Calif., San Diego (C M)	57	29,101	30,648	30,648	17,412	17,412	12.7
Calif., Santa Barbara (C)	49	31,908	30,648	30,648	17,412	17,412	16.7
Case Western Reserve (C L M)	58	24,227	19,712	21,600	14,560	15,725	11.2
Chicago (C L M)	63	24,731	21,032	22,111	14,539	14,612	N/A
Cincinnati (*)	46	26,003	25,035	24,692	13,700	14,320	14.0
Colorado (C L)	46	26,931	24,789	25,229	15,500	15,500	14.0
Colorado State (C)	35	27,123	23,950	25,000	16,500	18,700	18.6
Columbia (L M)	122	30,621	26,025	27,250	17,000	18,000	14.0

[r]Figures revised from 1982 survey
* - See Footnotes
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1984	FY 1984	FY 1983[r]	FY 1984	FY 1983[r]	FY 1984	FY 1984
Connecticut (L M)	67	$ 26,841	$ 22,873	$ 25,164	$ 14,500	$ 15,000	12.1
Cornell (* L)	122	26,719	22,109	24,165	14,600	15,600	14.3
Dartmouth (C M)	38	24,123	21,900	22,875	15,000	15,500	12.2
Delaware (* C)	30	23,039	N/A	21,250	N/A	14,000	12.6
Duke (C L M)	87	26,162	22,400	24,600	15,500	16,500	13.7
Emory (C L M)	55	23,531	19,634	20,902	13,500	15,000	12.3
Florida (C L M)	83	21,920	20,215	19,826	13,186	13,186	13.1
Florida State (* C L)	51	22,941	22,580	22,603	12,000	12,000	14.1
Georgetown (* C L M)	65	26,369	20,599	23,000	14,000	15,000	10.5
Georgia (C L)	69	23,520	20,500	22,968	14,200	14,800	10.1
Georgia Tech (C)	43	22,137	N/A	18,450	N/A	14,200	10.9
Guelph (C D)	35	32,009	28,462	30,050	17,006	17,844	13.7
Harvard (* L M)	241	26,900	23,397	24,986	16,000	16,800	11.4
Hawaii (* C)	63	28,816	27,270	27,240	16,176	16,176	16.2
Houston (* C L)	52	26,008	22,523	24,191	15,500	15,500	10.0
Howard (L M)	80	31,547	26,654	28,564	20,013	20,013	11.9
Illinois (* C L M)	124	26,065	21,300	23,600	14,000	14,500	14.8
Indiana (* L M)	169	23,213	20,655	21,606	14,500	14,500	12.0
Iowa (C L M)	73	25,183	23,050	22,775	15,600	15,830	12.6
Iowa State (C)	51	24,822	23,660	22,906	15,500	15,500	13.2
Johns Hopkins (* C)	37	26,272	22,000	23,204	14,800	15,500	13.9
Kansas (* L M)	70	23,365	20,559	21,207	14,000	15,000	13.9

[r]Figures revised from 1982 survey
* - See Footnotes
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1984	FY 1984	FY 1983[r]	FY 1984	FY 1983[r]	FY 1984	FY 1984
Kent State	28	$ 29,063	$ 27,790	$ 29,052	$ 17,808	$ 18,000	16.2
Kentucky (* C L M)	62	23,459	20,916	21,857	13,500	15,000	12.1
Louisiana State (* C L)	56	24,009	23,464	23,369	14,500	14,500	12.5
McGill (* D L M)	76	28,168	27,527	28,165	17,633	17,633	13.3
McMaster (C D)	32	25,716	24,005	25,886	14,466	15,114	14.1
Manitoba (D L M)	60	28,632	26,362	29,153	15,099	15,846	12.4
Maryland (C)	71	24,493	22,234	22,479	14,700	14,700	12.0
Massachusetts (C)	55	27,340	26,877	26,765	15,000	16,000	15.5
MIT (C)	83	26,393	23,490	24,050	16,200	17,200	11.2
Miami (L M)	51	25,019	23,000	24,200	14,000	14,000	17.3
Michigan (* M)	109	25,041	22,500	23,658	14,500	16,000	13.1
Michigan State (C)	71	26,297	22,000	24,000	15,000	16,000	15.3
Minnesota (C M)	107	27,439	24,782	25,948	19,290	19,290	16.2
Missouri (M)	49	21,195	20,562	20,328	13,500	13,500	13.0
Nebraska (C)	44	21,952	19,530	19,724	15,500	16,500	11.0
New Mexico (* C)	37	24,599	21,300	22,650	16,000	16,000	12.4
New York (* C L M)	81	28,244	25,048	25,670	16,000	17,738	11.4
North Carolina (* C)	76	21,779	19,600	20,213	14,500	15,000	10.3
North Carolina State (C M)	36	23,987	N/A	21,305	N/A	14,500	13.1
Northwestern (* L M)	97	26,179	21,075	23,000	15,000	16,000	12.5
Notre Dame (C)	34	25,562	21,175	22,200	13,500	14,500	14.0

[r]Figures revised from 1982 survey
* - See Footnotes
N/A - Not available

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D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
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TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1984	FY 1984	FY 1983[r]	FY 1984	FY 1983[r]	FY 1984	FY 1984
Ohio State (* L M)	105	$ 25,988	$ 24,000	$ 25,200	$ 15,600	$ 16,320	13.8
Oklahoma (C)	30	25,720	24,150	24,000	15,600	15,600	11.7
Oklahoma State (* C)	36	21,849	19,128	19,080	14,160	14,160	10.5
Oregon (C L)	48	26,731	21,618	24,016	16,000	16,000	14.9
Pennsylvania (C L M)	89	26,446	23,300	24,325	15,500	16,000	15.3
Pennsylvania State (M)	99	26,234	24,060	24,720	15,408	16,008	13.6
Pittsburgh (* C L M)	84	23,437	20,829	22,056	14,000	14,000	13.3
Princeton (C)	97	26,245	23,700	25,000	15,500	16,500	11.5
Purdue (* C)	46	26,820	23,300	23,800	15,000	15,500	14.1
Queen's (* C D L M)	39	26,555	22,321	24,212	13,443	14,252	14.9
Rice (C)	35	22,579	18,800	20,000	15,000	16,000	6.1
Rochester (* M)	56	24,347	22,580	23,483	13,650	13,650	13.2
Rutgers (* M)	102	30,951	30,857	30,857	18,144	18,144	11.1
Saskatchewan (D L M)	34	28,590	26,660	27,734	17,184	17,871	11.0
South Carolina (C)	46	23,001	19,901	20,460	13,500	14,000	12.5
Southern California (* C)	54	25,124	24,161	25,581	15,500	16,000	12.3
Southern Illinois (* C L)	59	26,101	21,468	23,605	14,650	15,500	16.3
Stanford (* C L M)	141	32,831	26,750	31,000	18,000	20,040	16.4
SUNY - Albany	44	25,571	20,889	23,609	14,500	16,000	12.2
SUNY - Buffalo (* L M)	68	26,828	22,917	24,667	14,000	15,000	11.8

[r]Figures revised from 1982 survey
* - See Footnotes
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1984	FY 1984	FY 1983[r]	FY 1984	FY 1983[r]	FY 1984	FY 1984
SUNY - Stony Brook (C)	39	$ 27,839	$ 25,300	$ 25,966	$ 14,500	$ 16,000	13.1
Syracuse (* C L)	55	24,383	21,170	22,540	14,000	15,000	10.8
Temple (*)	52	23,139	21,311	22,046	13,000	13,800	14.1
Tennessee	50	22,708	20,165	20,139	14,000	14,000	12.5
Texas (* C)	104	24,825	21,707	22,546	16,000	16,000	13.5
Texas A & M (* C)	47	24,046	26,634	22,204	13,600	15,000	9.0
Toronto (* C D M)	101	29,310	24,948	28,942	16,115	16,925	16.3
Tulane (* C L M)	46	23,073	18,400	20,360	14,000	16,000	12.2
Utah (C)	47	21,479	20,935	20,639	14,000	14,000	10.5
Vanderbilt (C L M)	58	23,115	20,200	20,850	13,640	15,000	11.8
Virginia (C L M)	82	23,973	21,000	21,800	14,800	15,000	11.2
Virginia Polytechnic (C)	53	22,741	22,000	21,400	14,800	15,200	10.4
Washington (C M)	106	25,496	22,200	23,676	16,500	17,000	13.6
Washington State (C)	38	26,813	22,790	24,425	16,200	17,200	12.8
Washington, St. Louis(L M)	58	24,210	19,050	19,950	14,604	15,624	10.9
Wayne State (L M)	58	26,460	25,870	25,849	14,771	15,000	14.6
Western Ontario (C D L M)	53	25,132	22,806	24,422	14,876	15,613	12.5
Wisconsin (C L M)	114	22,550	20,636	20,770	17,200	17,200	12.9
Yale (* C L M)	143	28,707	24,500	26,200	16,925	18,000	13.6
York (C D L)	49	29,376	27,804	29,760	14,010	14,714	13.9

[r]Figures revised from 1982 survey
* - See Footnotes
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1983

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 18,000 and over
2- 17,000-17,999
3- 16,000-16,999
4- 15,000-15,999
5- 14,000-14,999
6- 13,000-13,999
7- below 13,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Howard	$ 20,013
	2	Minnesota	19,290
	3	British Columbia	18,736
	4	Rutgers	18,144
	5	Stanford	18,000
2	6	Alberta	17,910
	7	Kent State	17,808
	8	McGill	17,633
	9	Calif., Berkeley	17,412
	9	Calif., Davis	17,412
	9	Calif., Irvine	17,412
	9	Calif., Los Angeles	17,412
	9	Calif., Riverside	17,412
	9	Calif., San Diego	17,412
	9	Calif., Santa Barbara	17,412
	16	Wisconsin	17,200
	17	Saskatchewan	17,184
	18	Guelph	17,006
	19	Columbia	17,000
3	20	Yale	16,925
	21	Colorado State	16,500
	22	Washington	16,500
	23	Arizona State	16,300
	24	MIT	16,200
	24	Washington State	16,200
	26	Hawaii	16,176
	27	Toronto	16,115
	28	Harvard	16,000
	28	New Mexico	16,000
	28	New York	16,000
	28	Oregon	16,000
	28	Texas	16,000
4	33	Iowa	15,600
	33	Ohio State	15,600
	33	Oklahoma	15,600
	36	Colorado	15,500
	36	Duke	15,500
	36	Houston	15,500
	36	Iowa State	15,500
	36	Nebraska	15,500
	36	Pennsylvania	15,500
	36	Princeton	15,500
	36	Southern California	15,500
	44	Pennsylvania State	15,408
	45	Brigham Young	15,400
	46	Manitoba	15,099
	47	Arizona	15,000
	47	Dartmouth	15,000
	47	Massachusetts	15,000
	47	Michigan State	15,000
	47	Northwestern	$ 15,000
	47	Purdue	15,000
	47	Rice	15,000
5	54	Western Ontario	14,876
	55	Johns Hopkins	14,800
	55	Virginia	14,800
	55	Virginia Polytechnic	14,800
	58	Wayne State	14,771
	59	Maryland	14,700
	60	Alabama	14,650
	61	Washington, St. Louis	14,604
	62	Brown	14,600
	62	Cornell	14,600
	64	Case Western Reserve	14,560
	64	Southern Illinois	14,650
	66	Chicago	14,539
	67	Connecticut	14,500
	67	Indiana	14,500
	67	Louisiana State	14,500
	67	Michigan	14,500
	67	North Carolina	14,500
	67	SUNY - Albany	14,500
	67	SUNY - Stony Brook	14,500
	74	McMaster	14,466
	75	Georgia	14,200
	76	Oklahoma State	14,160
	77	York	14,010
	78	Georgetown	14,000
	78	Illinois	14,000
	78	Kansas	14,000
	78	Miami	14,000
	78	Pittsburgh	14,000
	78	SUNY - Buffalo	14,000
	78	Syracuse	14,000
	78	Tennessee	14,000
	78	Tulane	14,000
	78	Utah	14,000
6	88	Cincinnati	13,700
	89	Rochester	13,650
	90	Vanderbilt	13,640
	91	Texas A&M	13,600
	92	Boston	13,500
	92	Emory	13,500
	92	Kentucky	13,500
	92	Missouri	13,500
	92	Notre Dame	13,500
	92	South Carolina	13,500
	98	Queen's	13,443
	99	Florida	13,186
	100	Temple	13,000
7	101	Florida State	12,000

All Canadian salaries and some U.S. salaries revised from 1981 Survey.
Excludes Delaware, Georgia Tech, and North Carolina State, who were not members during this period.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1984

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 19,000 and over
2- 18,000-18,999
3- 17,000-17,999
4- 16,000-16,999
5- 15,000-15,999
6- 14,000-14,999
7- 13,000-13,999
8- below 13,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$ 20,040
	2	Howard	20,013
	3	Alberta	19,529
	4	Minnesota	19,290
2	5	British Columbia	18,736
	6	Colorado State	18,700
	7	Rutgers	18,144
	8	Columiba	18,000
	8	Kent State	18,000
	8	Yale	18,000
3	11	Saskatchewan	17,871
	12	Brown	17,853
	13	Guelph	17,844
	14	New York	17,738
	15	McGill	17,663
	16	Calif., Berkeley	17,412
	16	Calif., Davis	17,412
	16	Calif., Irvine	17,412
	16	Calif., Los Angeles	17,412
	16	Calif., Riverside	17,412
	16	Calif., San Diego	17,412
	16	Calif., Santa Barbara	17,412
	23	MIT	17,200
	23	Washington State	17,200
	23	Wisconsin	17,200
	26	Washington	17,000
4	27	Toronto	16,925
	28	Harvard	16,800
	29	Arizona	16,500
	29	Duke	16,500
	29	Nebraska	16,500
	29	Princeton	16,500
	33	Ohio State	16,320
	34	Arizona State	16,300
	35	Hawaii	16,176
	36	Pennsylvania State	16,008
	37	Brigham Young	16,000
	37	Massachusetts	16,000
	37	Michigan	16,000
	37	Michigan State	16,000
	37	New Mexico	16,000
	37	Northwestern	16,000
	37	Oregon	16,000
	37	Pennsylvania	16,000
	37	Rice	16,000
	37	Southern California	16,000
	37	SUNY - Albany	16,000
	37	SUNY - Stony Brook	16,000
	37	Texas	16,000
	37	Tulane	16,000
5	51	Manitoba	15,846
	52	Iowa	15,830
	53	Case Western Reserve	$15,725
	54	Washington, St. Louis	15,624
	55	Western Ontario	15,613
	56	Cornell	15,600
	56	Oklahoma	15,600
	58	Colorado	15,500
	58	Dartmouth	15,500
	58	Houston	15,500
	58	Iowa State	15,500
	58	Johns Hopkins	15,500
	58	Purdue	15,500
	58	Southern Illinois	15,500
	65	Virginia Polytechnic	15,200
	66	McMaster	15,114
	67	Connecticut	15,000
	67	Emory	15,000
	67	Georgetown	15,000
	67	Kansas	15,000
	67	Kentucky	15,000
	67	North Carolina	15,000
	67	SUNY - Buffalo	15,000
	67	Syracuse	15,000
	67	Texas A&M	15,000
	67	Vanderbilt	15,000
	67	Virginia	15,000
	67	Wayne State	15,000
6	79	Georgia	14,800
	80	York	14,714
	81	Maryland	14,700
	82	Alabama	14,650
	83	Chicago	14,612
	84	Illinois	14,500
	84	Indiana	14,500
	84	Louisiana State	14,500
	84	North Carolina State	14,500
	84	Notre Dame	14,500
	89	Cincinnati	14,320
	90	Queen's	14,252
	91	Boston	14,200
	91	Georgia Tech	14,200
	93	Oklahoma State	14,160
	94	Delaware	14,000
	94	Miami	14,000
	94	Pittsburgh	14,000
	94	South Carolina	14,000
	94	Tennessee	14,000
	94	Utan	14,000
7	100	Temple	13,800
	101	Rochester	13,650
	102	Missouri	13,500
	103	Florida	13,186
8	104	Florida State	12,000

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1983

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 28,000 and over
2- 27,000-27,999
3- 26,000-26,999
4- 25,000-25,999
5- 24,000-24,999
6- 23,000-23,999
7- 22,000-22,999
8- 21,000-21,999
9- 20,000-20,999
10- below 20,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Rutgers	$ 30,857
	2	Calif., Berkeley	30,648
	2	Calif., Davis	30,648
	2	Calif., San Diego	30,648
	2	Calif., Santa Barbara	30,648
	6	Calif., Los Angeles	30,404
	7	British Columbia	29,185
	8	Calif., Irvine	28,608
	9	Guelph	28,462
2	10	Alberta	27,932
	11	York	27,804
	12	Kent	27,790
	13	McGill	27,527
	14	Hawaii	27,270
3	15	Massachusetts	26,877
	16	Stanford	26,750
	17	Saskatchewan	26,660
	18	Howard	26,654
	19	Texas A&M	26,634
	20	Manitoba	26,362
	21	Columbia	26,025
4	22	Wayne State	25,870
	23	SUNY - Stony Brook	25,300
	24	New York	25,048
	25	Cincinnati	25,035
5	26	Calif., Riverside	24,984
	27	Toronto	24,948
	28	Colorado	24,789
	29	Minnesota	24,782
	30	Yale	24,500
	31	Southern California	24,161
	32	Oklahoma	24,150
	33	Pennsylvania State	24,060
	34	McMaster	24,005
	35	Ohio State	24,000
6	36	Colorado State	23,950
	37	Princeton	23,700
	38	Iowa State	23,660
	39	MIT	23,490
	40	Louisiana State	23,464
	41	Harvard	23,397
	42	Pennsylvania	23,300
	42	Purdue	23,300
	44	Arizona State	23,066
	45	Iowa	23,050
	46	Miami	23,000
7	47	SUNY - Buffalo	22,917
	48	Connecticut	22,873
	49	Western Ontario	22,806
	50	Washington State	$ 22,790
	51	Florida State	22,580
	51	Rochester	22,580
	53	Houston	22,523
	54	Brigham Young	22,500
	54	Michigan	22,500
	56	Duke	22,400
	57	Queen's	22,321
	58	Maryland	22,234
	59	Washington	22,200
	60	Cornell	22,109
	61	Johns Hopkins	22,000
	61	Michigan State	22,000
	61	Virginia Polytechnic	22,000
8	64	Dartmouth	21,900
	65	Texas	21,707
	66	Oregon	21,618
	67	Arizona	21,599
	68	Southern Illinois	21,468
	69	Temple	21,311
	70	Illinois	21,300
	70	New Mexico	21,300
	72	Notre Dame	21,175
	73	Syracuse	21,170
	74	Northwestern	21,075
	75	Chicago	21,032
	76	Virginia	21,000
9	77	Utah	20,935
	78	Kentucky	20,916
	79	SUNY - Albany	20,889
	80	Pittsburgh	20,829
	81	Indiana	20,655
	82	Wisconsin	20,636
	83	Georgetown	20,599
	84	Missouri	20,562
	85	Kansas	20,559
	86	Boston	20,500
	86	Georgia	20,500
	88	Florida	20,215
	89	Vanderbilt	20,200
	90	Tennessee	20,165
	91	Brown	20,055
10	92	South Carolina	19,901
	93	Case Western Reserve	19,712
	94	Emory	19,634
	95	North Carolina	19,600
	96	Nebraska	19,530
	97	Oklahoma State	19,128
	98	Washington, St. Louis	19,050
	99	Rice	18,800
	100	Alabama	18,717
	101	Tulane	18,400

All Canadian salaries and some U.S. salaries revised from 1981 Survey.
Excludes Delaware, Georgia Tech, and North Carolina State, who were not members during this period.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1984

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 28,000 and over
2- 27,000-27,999
3- 26,000-26,999
4- 25,000-25,999
5- 24,000-24,999
6- 23,000-23,999
7- 22,000-22,999
8- 21,000-21,999
9- 20,000-20,999
10- below 20,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$31,000
	2	Rutgers	30,857
	3	Calif., Berkeley	30,648
	3	Calif., Davis	30,648
	3	Calif., Los Angeles	30,648
	3	Calif., San Diego	30,648
	3	Calif., Santa Barbara	30,648
	8	Guelph	30,050
	9	York	29,760
	10	Alberta	29,735
	11	Manitoba	29,153
	12	British Columbia	29,149
	13	Kent State	29,052
	14	Toronto	28,942
	15	Calif., Irvine	28,608
	16	Howard	28,564
	17	McGill	28,165
2	18	Saskatchewan	27,734
	19	Columbia	27,250
	20	Hawaii	27,240
3	21	Massachusetts	26,765
	22	Yale	26,200
4	23	SUNY - Stony Brook	25,966
	24	Minnesota	25,948
	25	McMaster	25,886
	26	Wayne State	25,849
	27	Calif., Riverside	25,848
	28	New York	25,670
	29	Southern California	25,581
	30	Colorado	25,229
	31	Ohio State	25,200
	32	Connecticut	25,164
	33	Colorado State	25,000
	33	Princeton	25,000
5	35	Harvard	24,986
	36	Pennsylvania State	24,720
	37	Cincinnati	24,692
	38	SUNY - Buffalo	24,667
	39	Duke	24,600
	40	Washington State	24,425
	41	Western Ontario	24,422
	42	Pennsylvania	24,325
	43	Queen's	24,212
	44	Miami	24,200
	45	Houston	24,191
	46	Cornell	24,165
	47	MIT	24,050
	48	Oregon	24,016
	49	Brigham Young	24,000
	49	Michigan State	24,000
	49	Oklahoma	24,000
6	52	Purdue	23,800
	53	Arizona State	$23,711
	54	Washington	23,676
	55	Michigan	23,658
	56	SUNY - Albany	23,609
	57	Southern Illinois	23,605
	58	Illinois	23,600
	59	Rochester	23,483
	60	Louisiana State	23,369
	61	Johns Hopkins	23,204
	62	Georgetown	23,000
	62	Northwestern	23,000
7	64	Iowa State	22,906
	65	Dartmouth	22,875
	66	Iowa	22,775
	67	New Mexico	22,650
	68	Florida State	22,603
	69	Arizona	22,549
	70	Texas	22,546
	71	Syracuse	22,540
	72	Maryland	22,479
	73	Brown	22,356
	74	Texas A&M	22,204
	75	Notre Dame	22,200
	76	Chicago	22,111
	77	Pittsburgh	22,056
	78	Temple	22,046
	79	Georgia	22,968
8	80	Kentucky	21,857
	81	Virginia	21,800
	82	Indiana	21,606
	83	Case Western Reserve	21,600
	84	Virginia Polytechnic	21,400
	85	North Carolina State	21,305
	86	Delaware	21,250
	87	Kansas	21,207
	88	Boston	21,058
9	89	Emory	20,902
	90	Vanderbilt	20,850
	91	Wisconsin	20,770
	92	Utah	20,639
	93	South Carolina	20,460
	94	Tulane	20,360
	95	Missouri	20,328
	96	North Carolina	20,213
	97	Tennessee	20,139
	98	Rice	20,000
10	99	Washington, St. Louis	19,950
	100	Florida	19,826
	101	Nebraska	19,724
	102	Oklahoma State	19,080
	103	Alabama	18,717
	104	Georgia Tech	18,450

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1980-84

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1980	1981	1982	1983	1984	FY 1980	1981	1982	1983	1984
Alabama	95	97	99	100	103	79	83	45	60	82
Alberta	12	6	11	9	10	31	11	17	6	3
Arizona	65	52	50	67	69	58	67	42	47	29
Arizona State	53	35	31	43	53	20	23	19	23	34
Boston	70	82	91	86	88	79	67	91	92	91
Brigham Young	57	51	59	53	49	65	83	81	45	37
British Columbia	6	1	7	6	12	3	2	3	3	5
Brown	87	91	87	91	73	58	45	35	62	12
Calif., Berkeley	3	10	1	1	3	4	5	4	9	16
Calif., Davis	1	7	1	1	3	4	5	4	9	16
Calif., Irvine	**	**	6	7	15	**	**	4	9	16
Calif., Los Angeles	5	2	1	5	3	8	5	4	9	16
Calif., Riverside	16	4	13	25	27	77	5	4	9	16
Calif., San Diego	3	2	1	1	3	4	5	4	9	16
Calif., Santa Barbara	1	5	1	1	3	4	5	4	9	16
Case Western Reserve	90	94	100	93	83	89	60	66	64	53
Chicago	66	66	67	75	76	32	49	65	66	83
Cincinnati	71	64	29	24	37	79	81	79	88	89
Colorado	23	21	26	27	30	21	38	38	36	58
Colorado State	31	37	30	35	33	27	50	28	21	6
Columbia	27	22	20	20	19	32	21	26	19	8
Connecticut	34	54	54	47	32	79	50	66	67	67
Cornell	63	68	66	59	46	65	67	66	62	56
Dartmouth	30	40	63	64	65	79	83	81	47	58
Delaware	**	**	**	**	86	**	**	**	**	94
Duke	72	44	38	55	39	65	67	66	36	29
Emory	92	93	94	94	89	79	97	91	92	67
Florida	81	76	83	88	100	94	100	91	99	103
Florida State	62	86	69	50	68	79	98	101	101	104
Georgetown	49	75	79	83	62	47	67	66	78	67
Georgia	79	83	79	86	79	38	50	58	75	79
Georgia Tech	**	**	**	**	104	**	**	**	**	91
Guelph	9	12	9	8	8	62	20	12	18	13
Harvard	35	59	51	40	35	24	35	35	28	28
Hawaii	18	19	18	13	20	15	19	20	26	35
Houston	45	65	93	52	45	47	37	63	36	58
Howard	10	29	15	17	16	1	3	24	1	2
Illinois	39	53	48	70	58	98	99	66	78	84
Indiana	74	74	95	81	82	65	67	91	67	84
Iowa	58	90	52	44	66	25	38	21	33	52
Iowa State	41	73	58	37	64	47	65	58	36	58
Johns Hopkins	38	72	77	60	61	13	31	27	55	58
Kansas	82	89	86	85	87	79	83	66	78	67
Kent State	11	14	14	11	13	16	17	15	7	8

1983 rankings revised from 1982 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES					
	FY 1980	1981	1982	1983	1984	FY 1980	1981	1982	1983	1984	
Kentucky	73	96	71	78	80	65	83	91	92	67	
Louisiana State	17	28	32	40	60	65	83	99	67	84	
McGill	7	13	10	13	17	10	13	11	8	15	
McMaster	54	36	39	34	25	76	80	80	74	66	
Manitoba	**	8	22	20	11	**	12	57	46	51	
Maryland	52	39	78	58	72	41	38	66	59	81	
Massachusetts	22	25	17	15	21	64	66	81	47	37	
MIT	42	46	41	39	47	32	38	33	24	23	
Miami	42	41	57	46	44	47	83	45	78	94	
Michigan	40	45	76	54	55	37	50	81	67	37	
Michigan State	49	42	40	60	49	46	43	34	47	37	
Minnesota	21	24	27	39	24	9	1	1	2	4	
Missouri	47	56	73	84	95	47	67	91	92	102	
Nebraska	86	87	88	96	101	38	50	38	36	29	
New Mexico	55	50	45	70	67	47	62	45	28	37	
New York	24	23	21	24	28	2	17	13	28	14	
North Carolina	91	77	72	95	96	65	50	45	67	67	
North Carolina State	**	**	**	**	85	**	**	**	**	84	
Northwestern	77	62	68	74	62	58	62	28	47	37	
Notre Dame	85	84	79	72	72	65	83	81	92	84	
Ohio State	28	30	35	35	31	27	44	42	33	33	
Oklahoma	94	95	44	21	49	65	67	45	33	56	
Oklahoma State	93	98	96	97	104	94	95	62	76	93	
Oregon	20	31	53	66	48	17	33	21	28	37	
Pennsylvania	31	34	42	42	42	21	35	38	36	37	
Pennsylvania State	14	17	25	33	36	27	46	58	44	36	
Pittsburgh	69	70	74	80	77	45	79	78	78	94	
Princeton	55	58	45	37	33	57	38	35	36	29	
Purdue	46	38	49	42	52	21	27	38	47	58	
Queen's	61	26	65	57	43	90	34	90	98	90	
Rice	64	92	98	99	98	43	46	44	47	37	
Rochester	84	80	24	51	59	65	67	66	89	101	
Rutgers	8	18	33	2	2	11	15	25	4	7	
Saskatchewan	**	11	16	17	18	**	4	18	17	11	
South Carolina	78	78	75	92	93	47	67	66	92	94	
Southern California	51	33	28	31	29	94	27	45	36	37	
Southern Illinois	33	48	37	68	57	27	46	45	64	58	
Stanford	19	15	8	16	1	14	14	2	5	1	
SUNY - Albany	60	57	62	79	56	58	50	66	67	37	
SUNY - Buffalo	29	55	60	47	38	47	67	66	78	67	
SUNY - Stony Brook	36	71	64	23	23	32	61	81	67	37	
Syracuse	96	85	82	73	73	93	83	81	78	67	
Temple	44	32	56	69	78	79	94	99	100	100	

1983 rankings revised from 1982 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES					
	FY 1980	1981	1982	1983	1984	FY 1980	1981	1982	1983	1984
Tennessee	88	79	89	90	97	47	83	45	78	94
Texas	67	60	61	65	70	26	25	28	28	37
Texas A & M	76	27	47	19	74	91	78	32	91	67
Toronto	25	9	23	27	14	44	16	61	27	27
Tulane	98	99	101	101	94	94	83	91	78	78
Utah	75	88	84	77	77	65	50	81	78	94
Vanderbilt	89	81	92	89	90	92	96	98	90	67
Virginia	83	63	70	76	81	79	50	45	55	67
Virginia Polytechnic	58	61	90	60	84	32	50	45	55	65
Washington	37	49	43	59	54	17	21	13	21	26
Washington State	26	43	36	50	40	17	27	21	24	23
Washington, St. Louis	97	100	97	98	99	56	64	64	61	54
Wayne State	13	20	19	22	26	42	32	45	58	67
Western Ontario	80	69	55	49	41	78	82	56	54	55
Wisconsin	68	67	85	82	91	12	26	16	16	23
Yale	48	46	34	30	22	38	27	28	20	8
York	15	16	12	11	9	63	24	89	77	80

1983 rankings revised from 1982 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES

Salary figures for the past eleven years are converted into index numbers and compared to the Consumer Price Index (CPI) which also has been converted using July 1974 as the base point.

Fiscal Year	No. of Libs.	Total Staff	Median Salary*	Median BPS**	Median Sal. Index	BPS Index	Consumer Price Index
1984	103	7,039	24,940	15,778	210.5	179.3	225.6
1983	100	6,898	23,500	15,000	198.3	170.5	220.2
1982	100	6,894	21,727	14,200	183.4	161.4	206.8
1981	98	6,581	20,987	13,000	177.1	147.7	186.7
1980	97	6,731	18,910	12,000	159.6	136.4	165.0
1979	94	6,756	17,896	11,450	151.0	130.1	148.2
1978	94	6,689	16,000	11,000	135.0	125.0	137.6
1977	92	6,577	15,000	10,500	126.6	119.3	128.9
1976	94	6,522	14,000	10,000	118.1	113.6	122.3
1975	88	6,303	12,850	9,387	108.4	106.7	111.8
1974	82	6,102	11,850	8,800	100	100	100

- Excludes Chicago
* - Beginning Professional Salary

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1984[1]

	TOTAL									PERCENT								
SALARY INTERVALS	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
$95,000 or more	1									1								
90,000-94,999	1									1								
85,000-89,999	1									1								
80,000-84,999	2									2								
75,000-79,999	2			2						2			2					
70,000-74,999	8			2						8			2					
65,000-69,999	10	1		2						11	1		2					
60,000-64,999	12	6	2	10				2		13	5	1	10					
55,000-59,999	30	5	5	11	1			2	1	32	4	2	11					
50,000-54,999	19	15	12	11	4		1	11	2	20	11	5	11	1			1	
48,000-49,999	5	9	6	4	5			6		5	7	3	4	1				
46,000-47,999	2	6	10	13	7	1		13		2	5	4	13	1			1	
44,000-45,999	1	9	14	8	9	3	2	13	1	1	7	6	8	2	1		1	
42,000-43,999		14	15	9	8	9	6	17	1		11	6	9	1	2	1	1	
40,000-41,999	1	10	19	3	18	9	10	36	4	1	8	8	3	3	2	1	2	
38,000-39,999		7	32	8	23	4	21	41	28		5	13	8	4	1	3	3	1
36,000-37,999		9	27	6	29	12	30	92	84		7	11	6	5	3	4	6	3
34,000-35,999		19	34	1	24	22	24	71	58		14	14	1	4	6	3	5	2
32,000-33,999		7	18	2	54	18	33	115	106		5	8	2	9	5	5	8	3
30,000-31,999		8	9	2	48	25	43	170	172		6	4	2	8	7	6	11	5
29,000-29,999		1	6		24	11	19	72	63		1	3		4	3	3	5	2
28,000-28,999			5	1	28	14	43	88	103			2	1	5	4	6	6	3
27,000-27,999		3	8		35	22	24	100	94		2	3		6	6	3	7	3
26,000-26,999			4		40	26	37	97	130			2		7	7	5	6	4
25,000-25,999		1	3		37	21	37	100	158		1	1		6	6	5	6	5
24,000-24,999			3		42	20	51	94	209			1		7	5	7	6	6
23,000-23,999		1	4		30	21	50	84	234		1	2		5	6	7	5	7
22,000-22,999			2	2	20	24	59	78	236			1	2	3	6	8	5	7
21,000-21,999		1			27	17	52	60	257		1			5	4	7	4	8
20,000-20,999					27	20	34	54	267					5	5	5	4	8
19,000-19,999					12	20	49	46	215					2	5	7	3	7
18,000-18,999					10	21	37	38	239					2	6	5	3	7
17,000-17,999					13	15	27	19	196					2	4	4	1	6
16,000-16,999					6	13	18	14	208					1	3	3	1	6
15,000-15,999					1	12	8	5	106						3	1		3
14,000-14,999						3	4	3	63						1	1		2
13,999 or less							1	2	14									
TOTAL	95	132	238	97	582	720	383	1543	3249	100	100	100	100	100	100	100	100	100

[1] Excludes Chicago

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1984[1]

SALARY INTERVALS	MEN									WOMEN								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
$95,000 or more	1																	
90,000-94,999	1																	
85,000-89,999										1								
80,000-84,999	2																	
75,000-79,999	2			2														
70,000-74,999	6			2						2								
65,000-69,999	8	1		1						2			1					
60,000-64,999	10	3	2	7				2		2	3		3					
55,000-59,999	25	3	5	6				2	1	5	2		5	1				
50,000-54,999	12	8	9	8	2		1	9	2	7	7	3	3	2			2	
48,000-49,999	5	4	4	4	2			4			5	2		3			2	
46,000-47,999	2	2	3	5	4	1		6			4	7	8	3			7	
44,000-45,999	1	4	8	4	4	1	2	5	1		5	6	4	5	2		8	
42,000-43,999		11	7	5	3	5	3	12	1		3	8	4	5	4	3	5	
40,000-41,999	1	6	7	2	10	7	4	13	2		4	12	1	8	2	6	23	2
38,000-39,999		3	20	4	13	3	8	19	12		4	12	4	10	1	13	22	16
36,000-37,999		2	11	1	18	6	21	40	30		7	16	5	11	6	9	52	54
34,000-35,999		9	17	1	12	10	11	34	17		10	17		12	12	13	37	41
32,000-33,999		3	9		23	12	21	51	39		4	9	2	31	6	12	64	67
30,000-31,999			5		19	13	21	60	60		8	4	2	29	12	22	110	112
29,000-29,999			4		15	7	6	29	18		1	2		9	4	13	43	45
28,000-28,999			2		10	9	19	30	37			3	1	18	5	24	58	66
27,000-27,999			2		10	11	16	38	32		3	6		25	11	8	62	62
26,000-26,999			2		7	6	22	35	38			2		33	20	15	62	92
25,000-25,999					12	12	13	29	59		1	3		25	9	24	71	99
24,000-24,999			1		15	11	23	30	56			2		27	9	28	64	153
23,000-23,999		1	1		8	8	27	34	63			3		22	13	23	50	171
22,000-22,999			2		6	6	21	23	56				2	14	18	38	55	180
21,000-21,999					8	4	24	20	82		1			19	13	28	40	175
20,000-20,999					9	10	13	20	83					18	10	21	34	184
19,000-19,999					2	12	17	16	58					10	8	32	30	157
18,000-18,999					1	7	10	13	62					9	14	27	25	177
17,000-17,999					3	4	10	4	41					10	11	17	15	155
16,000-16,999						3	4	1	41					6	10	14	13	167
15,000-15,999					1	2	2	1	23						10	6	4	83
14,000-14,999						1	2	1	21						2	2	2	42
13,999 or less								1	4							1	1	10
TOTAL	76	60	121	52	217	171	321	582	939	19	72	117	45	365	212	399	961	2310

[1] Excludes Chicago

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1984[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	95	76	18	$59,151	$59,701	$56,953
2. Associate Director	132	60	72	41,307	43,146	39,774
3. Assistant Director	238	121	117	37,189	38,119	36,229
4. Medical/Law Head	97	52	45	46,835	50,757	42,303
5. Branch Head	582	217	365	28,563	30,357	27,496
6. Subject Specialist	720	321	399	25,114	26,258	24,194
7. Functional Specialist	383	171	212	25,433	26,871	24,274
8. Dept. Head: Reference	154	50	104	28,913	29,134	28,806
9. Cataloging	156	40	116	29,213	30,121	28,900
10. Acquisition	111	39	72	27,879	29,303	27,107
11. Serials	78	17	61	26,690	26,358	26,783
12. Doc./Maps	116	42	74	26,631	26,690	26,597
13. Circulation	101	46	55	25,103	25,404	24,852
14. Spec.Cltn.	100	60	40	30,528	32,840	27,060
15. Other	727	288	439	27,823	29,387	26,797
16. Reference: Over 15 yrs. exp.	297	93	204	26,620	27,196	26,357
17. 10 - 15 yrs. exp.	270	61	209	23,737	23,899	23,689
18. 5 - 10 yrs. exp.	332	104	228	21,273	22,034	20,926
19. Under 5 yrs. exp.	300	88	212	17,829	17,705	17,881
20. Catalog: Over 15 yrs. exp.	376	101	275	25,623	26,501	25,300
21. 10 - 15 yrs. exp.	202	67	135	23,344	23,732	23,152
22. 5 - 10 yrs. exp.	204	58	146	20,636	21,018	20,483
23. Under 5 yrs. exp.	228	52	176	17,678	18.085	17,557
24. Other: Over 15 yrs. exp.	328	106	222	27,246	29,097	26,361
25. 10 - 15 yrs. exp.	192	60	132	24,428	25,472	23,953
26. 5 - 10 yrs. exp.	277	88	189	21,731	22,280	21,475
27. Under 5 yrs. exp.	243	61	182	18,142	18,474	18,030
ALL POSITIONS	7,039	2,539	4,500	$26,336	$28,724	$24,989

[1] Excludes Chicago

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1984[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	5	4	1	$64,275	*	*
2. Associate Director	8	3	5	45,436	*	*
3. Assistant Director	7	4	3	35,891	*	*
4. Medical/Law Head	7	4	3	53,917	*	*
5. Branch Head	56	21	35	30,468	$30,366	$30,529
6. Subject Specialist	82	39	43	26,110	27,380	24,957
7. Functional Specialist	27	18	9	25,750	24,377	28,497
8. Dept. Head: Reference	5	2	3	30,807	*	*
9. Cataloging	18	6	12	29,711	29,139	29,997
10. Acquisition	3	0	3	*	*	*
11. Serials	5	1	4	28,302	*	*
12. Doc./Maps	2	1	1	*	*	*
13. Circulation	8	3	5	25,332	*	*
14. Spec.Cltn.	1	0	1	*	*	*
15. Other	62	22	40	27,780	29,054	27,079
16. Reference: Over 15 yrs. exp.	28	11	17	27,495	28,316	26,964
17. 10 - 15 yrs. exp.	30	1	29	23,286	*	*
18. 5 - 10 yrs. exp.	40	11	29	21,601	22,765	21,159
19. Under 5 yrs. exp.	14	2	12	18,430	*	*
20. Catalog: Over 15 yrs. exp.	66	21	45	25,289	26,082	24,919
21. 10 - 15 yrs. exp.	40	15	25	23,346	24,741	22,509
22 5 - 10 yrs. exp.	22	5	17	19,979	21,228	19,611
23 Under 5 yrs. exp.	15	1	14	17,672	*	*
24. Other: Over 15 yrs. exp.	42	16	26	26,621	28,461	25,489
25. 10 - 15 yrs. exp.	23	7	16	25,418	26,084	25,127
26. 5 - 10 yrs. exp.	12	3	9	21,793	*	*
27. Under 5 yrs. exp.	17	5	12	18,594	17,633	18,994
ALL POSITIONS	645	226	419	$26,284	$28,155	$25,274

[1]Excludes Chicago

* Salary information is not published when fewer than 4 individuals are involved.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1984[1]

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	817	231	586	11.6	$17,906	$18,269	$17,762
2. 4 - 7 yrs. exp.	1,190	403	787	16.9	21,303	22,196	20,846
3. 8 - 11 yrs. exp.	1,358	484	874	19.3	24,877	25,987	24,263
4. 12 - 15 yrs. exp.	1,280	425	855	18.2	27,727	29,056	27,066
5. 16 - 19 yrs. exp.	985	385	600	14.0	30,266	32,651	28,735
6. 20 - 23 yrs. exp.	547	244	303	7.8	31,651	34,088	29,689
7. 24 - 27 yrs. exp.	342	152	190	4.9	32,874	37,193	29,420
8. 28 - 31 yrs. exp.	252	117	135	3.6	33,986	37,408	31,021
9. 32 - 35 yrs. exp.	167	76	91	2.3	34,131	38,499	30,482
10. Over 35 yrs. exp.	101	22	79	1.4	34,568	45,155	31,620
ALL POSITIONS	7,039	2,539	4,500	100	$26,336	$28,724	$24,989

[1]Excludes Chicago

TABLE 16: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1984[1]

YEARS OF EXPERIENCE	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. 0 - 3 yrs. exp.	54	18	36	$18,256	$18,404	$18,182
2. 4 - 7 yrs. exp.	88	25	63	20,683	21,782	20,248
3. 8 - 11 yrs. exp.	101	31	70	24,671	26,000	24,082
4. 12 - 15 yrs. exp.	152	52	100	26,832	28,266	26,087
5. 16 - 19 yrs. exp.	114	47	67	29,091	30,656	27,994
6. 20 - 23 yrs. exp.	66	29	37	30,135	32,805	28,043
7. 24 - 27 yrs. exp.	43	18	25	29,319	30,875	28,198
8. 28 - 31 yrs. exp.	18	6	12	38,192	43,912	35,332
9. 32 - 35 yrs. exp.	7	0	7	34,830	-	34,830
10. Over 35 yrs. exp.	2	0	2	*	-	*
ALL POSITIONS	645	226	419	$26,284	$28,155	$25,274

[1]Excludes Chicago

* Salary information is not published when fewer than four individuals are involved.

TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION, FISCAL YEAR 1984[1]

POSITION	ALL COMBINED (103)[2]		PUBLIC (62)		PRIVATE (30)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	95	$59,151	59	$56,721	28	$66,539
2. Associate Director	132	41,307	75	41,336	46	40,969
3. Assistant Director	238	37,189	137	35,821	77	38,132
4. Medical/Law Head	97	46,835	41	44,148	37	54,368
5. Branch Head	582	28,563	353	27,409	188	30,009
6. Subject Specialist	720	25,114	409	24,435	213	25,486
7. Functional Specialist	383	25,433	204	24,984	144	25,333
8. Dept. Head: Reference	154	28,913	75	28,398	62	28,417
9. Cataloging	156	29,213	82	28,711	62	29,187
10. Acquisition	111	27,879	62	28,022	40	26,977
11. Serials	78	26,690	45	27,014	28	25,996
12. Doc./Maps	116	26,631	67	26,428	33	25,279
13. Circulation	101	25,103	53	24,485	37	24,166
14. Spec.Cltn.	100	30,528	53	30,173	38	30,698
15. Other	727	27,823	410	26,199	241	28,978
16. Reference: Over 15 yrs. exp.	297	26,620	193	26,247	70	26,142
17. 10 - 15 yrs. exp.	270	23,737	163	23,224	71	23,548
18. 5 - 10 yrs. exp.	332	21,273	201	20,416	93	22,146
19. Under 5 yrs. exp.	300	17,829	190	17,078	75	18,626
20. Catalog: Over 15 yrs. exp.	376	25,623	200	25,179	134	25,195
21. 10 - 15 yrs. exp.	202	23,344	107	22,682	72	23,588
22. 5 - 10 yrs. exp.	204	20,636	106	19,635	76	21,223
23. Under 5 yrs. exp.	228	17,678	105	16,972	106	18,102
24. Other: Over 15 yrs. exper.	328	27,246	218	26,926	82	27,182
25. 10 - 15 yrs. exper.	192	24,428	126	24,471	56	23,913
26. 5 - 10 yrs. exper.	277	21,731	155	21,220	105	22,018
27. Under 5 yrs. exper.	243	18,142	143	17,744	84	18,431
ALL POSITIONS	7,039	$26,335	4,036	$25,631	2,333	$26,813

[1] Excludes Chicago
[2] Includes 11 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 17.
( ) Number of ARL libraries included

TABLE 18: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1984

POSITION	Staff Over 124 (6)		Staff 75-124 (27)		Staff 50-74 (36)[1]		Staff 1-49 (34)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	6	$71,700	25	$67,425	33	$55,073	31	$54,391
2. Associate Director	12	47,838	42	45,738	53	37,191	25	39,453
3. Assistant Director	8	48,515	88	38,694	82	35,022	60	36,435
4. Medical/Law Head	9	51,451	39	46,964	34	48,556	15	39,831
5. Branch Head	90	32,264	283	28,229	134	27,682	75	26,956
6. Subject Specialist	99	29,310	290	25,750	199	23,250	132	23,382
7. Functional Specialist	41	28,953	143	26,013	112	23,356	87	25,496
8. Dept. Head: Reference	11	31,617	50	30,124	53	27,727	40	28,226
9. Cataloging	16	33,866	47	29,674	55	27,717	38	28,848
10. Acquisition	9	34,249	36	28,020	35	26,521	31	27,398
11. Serials	6	32,494	24	27,016	30	25,032	18	27,086
12. Doc./Maps	9	33,914	32	26,580	39	25,850	36	25,702
13. Circulation	10	27,377	28	26,102	37	23,944	26	24,804
14. Spec.Cltn.	10	32,708	31	32,226	37	28,921	22	29,847
15. Other	102	31,669	268	28,976	218	26,293	139	25,177
16. Reference: Over 15 yrs.exp.	27	30,222	124	26,235	98	26,299	48	26,244
17. 10 - 15 yrs.exp.	26	24,297	116	24,175	70	23.255	58	23,189
18. 5 - 10 yrs.exp.	37	22,182	135	21,776	94	20,914	66	20,245
19. Under 5 yrs.exp.	36	18,450	100	18,513	81	17,959	83	16,610
20. Catalog: Over 15 yrs.exp.	67	28,609	133	25,606	110	24,231	66	24,943
21. 10 - 15 yrs.exp.	29	26,251	75	23,183	65	22,757	33	22,312
22. 5 - 10 yrs.exp.	33	21,457	89	21,026	57	19,996	25	19,619
23. Under 5 yrs.exp.	37	18,783	81	18,176	58	17,180	52	16,669
24. Other: Over 15 yrs. exp.	230	27,848	88	26,339	85	24,337	53	28,205
25. 10 - 15 yrs. exp.	150	23,366	51	24,000	56	23,047	37	25,641
26. 5 - 10 yrs. exp.	166	21,099	91	22,063	100	20,503	28	22,068
27. Under 5 yrs. exp.	156	17,624	87	18,457	81	17,812	41	17,818
ALL POSITIONS	972	$28,442	2,596	$26,739	2,106	$25,352	1,365	$25,584

[1]Excludes Chicago
( ) Number of ARL libraries included

TABLE 19: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1984

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST		CANADA
	New England (8)	Middle Atlantic (14)	East N.Central (14)	West N.Central (7)	South Atlantic (17)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(11)
1. Director	$62,244	$67,653	$59,877	$59,187	$57,116	$ *	$55,626	$55,120	$59,679	$51,214
2. Associate Director	40,385	46,364	41,585	38,386	38,362	33,034	43,095	38,818	48,274	42,525
3. Assistant Director	38,874	40,215	35,741	34,149	34,611	31,994	37,115	33,944	40,703	41,980
4. Medical/Law Head	51,685	51,582	44,843	48,534	52,914	42,152	*	*	45,459	37,963
5. Branch Head	31,460	29,885	27,632	24,093	26,001	23,953	24,501	26,713	30,900	31,870
6. Subject Specialist	26,518	25,898	24,288	23,599	22,146	19,380	20,708	24,416	30,581	28,062
7. Functional Specialist	25,346	26,310	25,605	25,249	22,627	21,286	24,093	27,685	27,979	28,466
8. Dept. Head: Reference	30,440	29,896	26,512	26,584	28,274	28,248	27,728	24,828	31,675	32,990
9. Cataloging	31,720	28,313	27,537	25,558	28,208	25,309	29,419	28,481	33,524	32,776
10. Acquisition	31,158	25,868	25,950	24,829	28,114	*	24,365	27,182	32,752	30,901
11. Serials	25,955	25,934	27,519	23,129	27,427	*	27,218	26,010	31,448	27,622
12. Doc./Maps	28,189	26,044	24,153	23,775	24,117	20,669	24,663	25,846	31,247	30,268
13. Circulation	24,719	23,639	24,115	22,861	24,000	21,553	24,211	23,759	28,465	31,236
14. Spec.Colln.	34,724	32,156	28,749	28,413	28,751	28,958	*	27,418	31,758	31,898
15. Other Depts.	29,101	29,234	27,009	23,466	25,545	21,872	25,637	25,487	31,417	29,682
16. Reference: Over 15 yrs.exp.	25,223	27,297	24,177	23,607	23,981	22,985	26,555	26,520	29,763	29,723
17. 10 - 15 yrs.exp.	24,464	24,582	21,887	23,329	21,853	*	22,203	22,031	25,983	26,429
18. 5 - 10 yrs.exp.	21,777	21,750	19,788	19,074	19,735	18,863	20,963	20,271	23,506	23,668
19. Under 5 yrs.exp.	19,079	17,729	17,264	17,168	17,060	15,953	17,185	16,963	19,443	20,205
20. Catalog: Over 15.yrs.exp.	25,704	25,306	23,562	22,829	23,593	21,897	23,160	23,766	29,322	29,101
21. 10 - 15 yrs.exp.	24,144	22,798	21,492	23,004	21,808	*	22,291	21,259	27.059	25,663
22. 5 - 10 yrs.exp	21,643	21,416	19,980	19,752	17,519	19,328	19,269	19,500	21,656	23,430
23. Under 5 yrs.exp.	18,768	17,705	17,297	16,925	16,969	15,271	16,309	17,658	18,926	19,385
24. Other: Over 15 yrs. exp.	26,091	27,784	24,206	24,421	23,518	21,208	24,629	25,451	32,629	29,917
25. 10 - 15 yrs. exp.	23,963	23,474	22,733	23,022	22,720	*	24,240	22,764	27,461	26,756
26. 5 - 10 yrs. exp.	21,597	21,957	20,332	19,664	20,910	17,750	20,576	20,167	23,796	24,617
27. Under 5 yrs. exp.	19,782	18,933	16,724	16,708	17,316	16,961	17,692	17,191	21,051	20,173
ALL POSITIONS: AVER. SALARY	$26,838	$27,077	$25,249	$24,523	$24,596	$22,531	$24,255	$25,015	$29,432	$28,914
: NO. OF STAFF	738	1,110	1,118	452	1,015	216	406	345	969	670

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[1]Excludes Chicago
( ) Number of ARL libraries included
* Salary information is not published when fewer than 4 individuals are involved.

REGION	NO.	ARL UNIVERSITY LIBRARIES INCLUDED	STATES/PROVINCES INCLUDED
NORTHEAST			
1. New England	(8)	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Massachusetts; Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	(15)	Case Western; Chicago; Cincinnati; Ill.; Ind.; Kent State; Mich.; Mich. State; Notre Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wis.	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington U.	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Fla. State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; N.C. State; S.C.; Va.; VPI	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(8)	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane	Ark., La., Okla., Tex.
WEST			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	U. of Calif.: Berkeley, Davis, Irvine, Los Angeles Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State	Alaska, Cal., Hawaii, Oregon, Wash.
CANADA	(11)	Alberta; British Columbia; Guelph; McGill; McMaster Manitoba; Queen's; Saskatchewan; Toronto; Western Ontario; York	Alta., Br. Col., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

( ) Number of ARL libraries included.

ARL SALARY SURVEY 1983
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

3. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

7. The questionnaire should be returned to the ARL Office by August 31, 1983.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1982-83, as well as the current fiscal year, 1983-84.

2. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

   Please consult the published survey for 1982. Was the reported figure for Beginning Professional Salary accurate for the fiscal year 1982-83, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

3. Question 2. The Median Salary is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

   Your library's Median Professional Salary for 1982-83 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the 1982-83 salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1982-83 median salary in your library) please supply an updated figure.

4. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1983-84. In addition, information on sex, minority status, rank, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets if you cannot list all professional positions in the space provided.

2. List information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. (This will permit ARL to analyze whether there are separate salary patterns for those two specialties.) Check the appropriate box at the top of the form to indicate when a sheet is being used only for Law or Medical library staff.

3. The column to the left of the perforation labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. After entering the identification of the individual, enter his/her salary as of July 1 1983. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

5. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

6. Position Code. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMN	Administrative and other units, non-supervisory position

The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use the above categories in the manner you feel best applies to your library.

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency."

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

7. Sex. Indicate either M or F, for male and female, respectively.

8. Minority status code. U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if not applicable):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian

9. Total years of professional experience. Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

10. Rank. Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

    Complete the last column, labeled "Rank Code", using the following codes:

    0 A rank normally occupied <u>solely</u> by the library director and/or assistant and associate directors
    9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank
    1 Lowest level in the rank structure
    2 Next highest level in the rank structure
    3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors; in such cases, leave the column blank).

    Include ranks that may be unoccupied at the present time due to circumstances such as unusually high turnover, hiring freezes, etc.

    Please complete Part III of the Questionnaire (green sheet) so that your reported ranks can be interpreted correctly.

Association of Research Libraries
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

ARL SALARY SURVEY 1983
University Library Questionnaire

Part I: Summary Data

Reporting library _____

Report prepared by (Name) _____

Phone number _____ Date returned to ARL _____

1. Beginning Professional Salary

   a. Beginning professional salary for 1982-83 as reported in last year's ARL Annual Salary Survey. _____

   b. If salary reported last year has been revised, please report correct 1982-83 beginning professional salary. _____

   c. Beginning professional salary for 1983-84. _____

2. Median Professional Salary

   a. Median professional salary for 1982-83 as reported in last year's ARL Annual Salary Survey. _____

   b. If salaries reported last year have been substantially revised, please report correct 1982-83 median professional salary. _____

   (Note: ARL will calculate the 1983-84 median professional salary for your library from the data you supply in Part II of this questionnaire.)

3. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Director's salary is included.

   ☐ Yes ☐ No

b. Law Library salaries are included.

☐ Yes ☐ No ☐ We do not have Law Library.

c. Medical Library salaries are included.

☐ Yes ☐ No ☐ We do not have a Medical Library.

d. Figures include salaries for main campus only.

☐ Yes ☐ No ☐ We have only one campus.

e. Other libraries not included:

_____

_____

_____

_____

f. Other comments:

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the
ARL Office by August 31, 1983.

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ARL SALARY SURVEY 1983

University Library Questionnaire

Part II: Individual Data

Office Use Only	

☐ Check here if this sheet is for Law Library only

☐ Check here if this sheet is for Medical Library only

Reporting Library _____

Sheet Number _____

Staff Member i.d. *(Detach before mailing)*	Seq. No.	Salary July 1, 1983 *(See instructions)*	Position Code *(See instructions)*	leave blank	Sex (M or F)	Minority Status Code *(See instructions)*	Total Years Prof. Exper.	Rank Code *(See instructions)*
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							
	14							
	15							
	16							
	17							
	18							
	19							
	20							
	21							
	22							
	23							
	24							

Association of Research Libraries
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

ARL SALARY SURVEY 1983
University Library Questionnaire
Part III: Professional Rank

Reporting library _____

1. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)
_____ 2 levels
_____ 3 levels
_____ 4 levels
_____ 5 levels
_____ more than 5 levels (please specify number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

Possible rank structures are described as follows:

No levels, or one level. No rank differentiation other than administrative or functional job title is used. (Commonly recognized differences in status among professionals with differing functional titles should not be used to impose a rank structure where none has been formally established.)

Two levels. Rank differentiation may be used to distinguish between two legally differentiated status groups such as Administration vs. Non-administration, Management vs. Bargaining unit member, Tenure track vs. Non-tenure track, etc. (If the library director is normally the only occupant of one of the two categories, then describe the system as a no level/one level structure.)

Three levels. Nomenclature may differ, but the following examples illustrate a three level rank structure: Librarian 1, 2, 3 or I, II, III; Assistant Librarian, Associate Librarian, Librarian; Assistant Professor, Associate Professor, Professor; Junior Librarian, Senior Librarian, Principal Librarian.

Four or more levels. Similar to three level, with logical extensions for the added steps.

(over)

2. List the ranks by name (e.g. Assistant Librarian, Associate Librarian, etc.) beginning with the lowest level.

_____ (lowest level)
_____ (next highest level)
_____ (etc.)
_____
_____
_____
_____

3. Does your institution's rank structure include a rank(s) normally occupied only by the library director and/or assistant and associate directors?

☐ yes ☐ no

If yes, what is the name(s) or title(s) given to that rank(s)?

_____

4. Does your library have separate rank structures for different classes of professional librarians? (For example, one set of levels for librarians who are administrators and another system for those who belong to a barginning unit.)

☐ yes ☐ no

If yes, are the separate structures essentially equivalent?

☐ yes ☐ no

ARL SALARY SURVEY 1983
Nonuniversity Library Questionnaire

Instructions for Completing the Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or at the salary level at which the position is most likely to be filled.

3. Report 1983-84 salaries as they exist on July 1, 1983. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The median salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The "beginning professional salary" is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are normally required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by August 31, 1983.

Association of Research Libraries
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

ARL SALARY SURVEY 1983
Nonuniversity Library Questionnaire

Reporting library _____

Report prepared by (Name) _____

Phone number _____ Date returned to ARL _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1982-83 and 1983-84.

2. Median professional salary in fiscal year 1982-83. _____

3. Median professional salary for fiscal year 1983-84. _____

4. Beginning professional salary in 1982-83. _____

5. Beginning professional salary for 1983-84. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Director's salary is included.

   ☐ Yes ☐ No

   b. Law Library salaries are included.

   ☐ Yes ☐ No ☐ We do not have Law Library.

   c. Medical Library salaries are included.

   ☐ Yes ☐ No ☐ We do not have a Medical Library.

   e. Branch libraries not included:

   _____

   _____

   _____

7. Other comments:

   _____

   _____

   _____

Please return this form to the ARL Office by August 31, 1983 55

(over)

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Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1982-83 and 1983-84.

Salary Range	Number of Positions	
	1982-83	1983-84
95,000 or more		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,000 - - - 14,999		
13,999 or less		
Total Number of Positions		

Please return this form to the
ARL Office by August 31, 1983

FOOTNOTES

Institution	Notes
ALABAMA	Medical Library salaries exclude the Medical School in Birmingham, which is affiliated with the College of Community Health Sciences on the Tuscaloosa Campus.
ALBERTA	Excludes Boreal Institute, Faculte St. Jean, and the Faculty of Extension libraries.
ARIZONA	Salaries include adjustments expected on January 1, 1984.
ARIZONA STATE	Reference and Science Reference positions also function as Subject Specialists.
BOSTON UNIVERSITY	Includes Theology Library salaries.
BRITISH COLUMBIA	Salaries are unchanged, generally, from last year. Negotiations have begun which will probably provide a retrospective adjustment back to July 1, 1983.
CALIFORNIA, BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, Institute of International Studies, Transportation Engineering, Lawrence Hall of Science, Donner Laboratory, Earthquake Engineering, Chicano Studies, and Law libraries; and Water Resources Archives. Library salary scales have not changed since July 1, 1981, although cost-of-living increases may be granted on January 1, 1984. Collective bargaining will determine the amount for bargaining unit members.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries.
CORNELL	Includes Geneva Experiment Station.
DELAWARE	Excludes libraries not administratively reporting to the Director of Libraries.

Institution	Notes
EMORY	Salaries effective September 1, 1983.
GEORGETOWN	Excludes Center for Population Research.
HARVARD	Excludes the Biblioteca Berenson in Florence, Italy.
HAWAII	Excludes departmental collections not under the jurisdiction of the University Library: Hawaii Institute of Geophysics, Industrial Relations Center, and the Public Health Reading Room. Excludes federally funded positions. No increases in general salary levels is reported as negotiations are underway for a new contract.
HOUSTON	Excludes Clear Lake, Downtown, and Victoria campuses. Salaries are effective Sept. 1, 1983.
ILLINOIS	Excludes Health Sciences Library in Chicago. Salaries include increases effective August 21, 1983.
INDIANA	Includes regional campuses and extra-systems libraries.
JOHNS HOPKINS	Excludes Welch Medical, Advanced International Studies, Hygiene & Public Health, Applied Physics, and Peabody Institute libraries.
KANSAS	Salaries reflect an increase effective December 18, 1983.
KENTUCKY	Excludes community colleges.
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; and the libraries of the LSU Medical Center in Shreveport and the University of New Orleans.
MICHIGAN	Excludes Business, Bentley Historical, and William Clements libraries; and several small libraries not part of the main library system.
NEW MEXICO	Excludes Gallup, Belen, and Los Alamos branch libraries.
NEW YORK PUBLIC LIBRARY	Excludes staff in public library branches.

Institution	Notes
NEW YORK UNIVERSITY	Salaries effective September 1, 1983.
NORTH CAROLINA	Excludes Institute of Government.
NORTHWESTERN	Salaries effective September 1, 1983.
OHIO STATE	Includes four regional campus libraries and the Agricultural Technical Institute.
OKLAHOMA STATE	Excludes OSU School of Technical Training and OSU Technical Institute.
PITTSBURGH	Excludes Bradford, Greensburg, Johnstown, and Titusville campuses.
PRINCETON	Includes Forrestal campus.
PURDUE	Excludes North Central, Calumet, and Fort Wayne campuses.
QUEEN'S	Excludes Industrial Relations Centre.
ROCHESTER	Includes Sibley Music Library.
RUTGERS	Excludes libraries with separate budgets: Institute for Management and Labor Relations, Camden and Newark Law libraries, and the Urban Studies and Alcohol Studies libraries.
SMITHSONIAN	Excludes libraries of the National Museum of American Art, National Portrait Gallery, Freer Gallery, Hirshhorn Museum, and Woodrow Wilson International Center for Scholars.
SOUTHERN CALIFORNIA	Excludes Andrus Gerontology Center, Hancock Library of Biology and Oceanography, and Safety and Systems Management libraries. Also excludes salaries of Associate and/or Assistant University Librarian(s).
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of U.S. Grant, Instructional Development, Learning Resources Service, and the School of Medicine (Springfield) libraries.
STANFORD	Excludes salary of Head of the Law Library.
SUNY BUFFALO	Salaries exclude heads of Law and Music libraries.

Institution	Notes
SYRACUSE	Excludes Utica College library and Head of Law Library salaries.
TEXAS	Excludes Humanities Research Center. Salaries effective September 1, 1983.
TEXAS A & M	Salaries reported are for 10.5 month contract; all salaries are effective September 1, 1983.
TORONTO	Excludes Architecture, Astronomy, Audio-Visual, Dentistry, Education, Fine Arts, Industrial Relations, Library Science, Law, Music, Management Studies, and Physics libraries.
TULANE	Excludes Delta Regional Primate Center.
WISCONSIN	Excludes Engineering.
YALE	Excludes British Art Center.